



# CENTRAL INTELLIGENCE

The Newsletter of the Central Connecticut State University American Association of University Professors

Jan./Feb. 2008

Vol. 37, Issue 1

## Employee Satisfaction Survey Results

By Michael Gendron, CCSU-AAUP President

I recommend everyone review the results of the Noel-Levitz College Employee Satisfaction survey that was performed during the fall semester, which are available at <http://www.ccsu.edu/satisfaction/>. The report is worth reading in its entirety, but there are a few findings that I would like to draw attention to. These particular findings provide further evidence to support assertions that AAUP has consistently made during contract negotiations and discussions with Management on behalf of the membership.

- *Full-time AAUP members are not satisfied with the institution's support for research/creative activity, nor do they feel teaching load responsibilities are consistent with Management's expectations for research/creative activity. They are unsatisfied with the facilities on campus and with the level of communication they receive from the administration. In addition, they do not feel the institution provides enough budgetary or staff support to achieve important objectives.*
- *Part-time AAUP members are unhappy with their compensation, benefits, and opportunities for advancement within the university.*
- *All faculty members, in comparison to other groups, feel that are not fairly compensated for the work they perform.*

To my knowledge, Management has given no indication what will be done with the results of the survey, including whether or not actions will be implemented to address the concerns raised in the report.

While the lack of confidence vote in President Miller was divisive, it is clear that we still have many common issues as a faculty and we need to continue to work on these matters together. Please come to the faculty forum/social on February 7 (see article below) and participate in a discussion about how to move forward.

Also, I would personally like to encourage everyone to attend CSUS Lobby Day on Wednesday, March 5 (see article on page 3). This event has been crucial to obtaining funding for CSU and additional full-time faculty.

## Faculty Forum/Social: *Where do we go from here?*

The semester's first CCSU-AAUP faculty forum/social will be held on **February 7, from 4:00-7:00 in the Connecticut Room** of Memorial Hall. Unlike the forums last semester, this particular forum will be an open discussion. The topic will be how to move forward from the negative and divisive events of last semester.

This is not to say that we ought

to forget about these events, but rather that we need use these events as a catalyst to move forward in a positive direction.

Please come with thoughts and ideas for how we as a faculty can make the campus more inclusive and affect positive change.

Food and cocktails will be served. Please feel free to come and go as your schedule allows.

### UPCOMING EVENTS

**Faculty Forum:** 4:00-7:00 on 2/7, CT Room

**CCSU-AAUP Part-time Faculty Advisory Committee:** Noon on 2/6 & 3/3, Mountain Laurel Room

**CCSU-AAUP Executive Committee Meetings:** Noon on 2/13, Mountain Laurel Room

**Faculty Senate Meetings:** 2/11 & 2/25

**President's Holiday Break:** 2/15-2/18

**BUDGET PROCESS FORUM: Q&A with Pres. Miller and Provost Lovitt,** 11:00am-12:00pm, 2/19, CT Room

**CSUS LOBBY DAY:** 8:30—noon on 3/5, Breakfast at the Armory, Meetings with legislators at the Capitol

**\* SEE PAGE 2 REGARDING CCSU BUDGET PROCESS**

## Q&A with President Miller and Provost Lovitt on the Budget Process

On Thursday, February 19, President Miller and Provost Lovitt will address faculty regarding the budget process. The event will take place from 11:00am-12:00 noon in the Connecticut Room.

CCSU-AAUP President Michael Gendron arranged this presentation in an effort to make the process more clear for faculty members, after hearing of continued inquiries. President Miller and Provost Lovitt will first present an overview of the process and then will take questions from the audience. All AAUP members are invited and encouraged to attend.

Light refreshments will be served.

## Legislative Update

### CSUS Lobby Day

Advocating for your own priorities is an important activity for any organization that relies on state funding. CSU-AAUP was able to achieve a number of legislative successes last session, including the passage of the 2007-11 Collective Bargaining Agreement, approximately \$1.3 million in funding for additional full-time faculty lines, and the largest bonding package in our history. These successes were due to a number of collective efforts, including the lobby days CSU-AAUP and SUOAF-AFSCME have sponsored over the past three years.

CSU-AAUP continues to strive towards gaining funding for additional teaching personnel as well as improving the benefits and working conditions for our members, and will be holding **Lobby Day on Wednesday, March 5 from 8:30-noon**. CSU-AAUP and SUOAF-AFSCME will be sponsoring a legislative breakfast at the Armory. Afterwards, participants will meet with legislators. You do not

## Part-time Faculty Development Grants

All faculty can apply for Faculty Development Grants to “enhance their ability to be productive and innovative professionals.” Application for these funds are reviewed in two cycles. While these funds are available to all faculty, there is a separate pool of funds available for projects proposed by part-time faculty.

**To apply for funds for Spring or Summer, part-time faculty must apply by February 7, 2008.**

Submit proposals electronically to Mimi Kaplan, Kaplan@ccsu.edu or mail four (4) copies of the proposal to the Sponsored Programs Office, Barnard 120 by 4:00 PM on the deadline date.

For more information, please contact Sponsored Programs at x22365.

have to be present from 8:30-noon. You can attend events as your schedule allows.

Attendance at this year’s Lobby Day is crucial to maintaining our support. As the economy is nearing a recession, Governor Rell has stated that she will limit spending and oppose any tax hikes during the coming legislative session. Governor Rell has also made it clear that if necessary, she will cut the budgets of some state agencies. While there are some agencies that have overspent, higher education is never safe from cuts because student tuition brings in a large portion of revenue.

CSU-AAUP hopes to have a good turnout for Lobby Day so that we can thank legislators for their support throughout last session and emphasize our continued need for more funding, both for teaching personnel and for better working conditions.

## Contract Administration & Grievance Corner

By Caryl Schiff-Greatorex

### Evaluation Process Due Date Reminders

#### **Renewal Process for 1<sup>st</sup> year Faculty (Aug. hires):**

Feb 1: DEC Chairperson informs the candidate in writing of the evaluation process (4.11.5).

Feb 10: Candidate submits relevant materials for consideration to DEC.

Feb. 20: DEC submits evaluations and appropriate recommendations to the Dean.

Feb 25: Dean submits recommendations.

March 1: Provost takes required action and informs candidate.

This month's column will continue with frequently asked questions about specific provisions of the contract.

**Q. *I am a first year faculty member. When will my first evaluation take place?***

A. Your first evaluation should commence during the 2<sup>nd</sup> semester of your first year. If you are an August appointee this means that you will be evaluated in the spring. By February 1 you should be notified, in writing, by your DEC Chairperson that you are going to be evaluated. If you are a January appointee you will be evaluated in the subsequent fall.

**Q. *Am I entitled to notice submit materials for my renewal evaluation?***

A. Yes, in fact it is recommended that you put together a portfolio for your renewal evaluation. You have until February 10 to submit your materials to your DEC.

**Q. *What are the documents that govern the evaluation process?***

A. Article 4.11 of the CSU-AAUP/BOT Collective Bargaining Agreement (Contract) governs the evaluation process. You should also be sure to review your department's bylaws and the Senate Policy on Promotion & Tenure.

**Q. *Is the department chairperson automatically a member of the DEC?***

A. No, according to the Contract the department chairperson may be a member of the DEC. This would be governed by your departmental bylaws. If your department chairperson is a member of the DEC then they participate in the process just like any other DEC member. If your department chairperson is not a member of your DEC, s/he shall submit a separate evaluation which should be submitted to the DEC for its deliberations.

**Q. *If my department chairperson submits a separate evaluation am I entitled to receive a copy of it?***

A. Yes, if your department chairperson submits a separate evaluation, s/he is required to provide you with a copy.

**Q. *Am I entitled to receive a copy of my DEC's evaluation and recommendation?***

A. Absolutely. You are entitled to receive a copy of your DEC's evaluation and recommendation along with supporting reasons at the same time they issue their recommendation to the Dean.

*(Continued on page 4)*

Save the Date

**Wed., March 5**

**CSUS LOBBY**

**DAY**

Sponsored by CSU-AAUP & SUOAF-AFSCME

**Tentative Schedule**

**8:30-10:30: Legislative Breakfast**

**10:30-Noon: Appointments with  
Your Legislators**

Sign up now by contacting Ellen Benson  
at (860) 832-3793 or [benzell@ccsu.edu](mailto:benzell@ccsu.edu)

## CCSU-AAUP Elections

CCSU-AAUP Elections will be held this Spring, and three Council Representative seats will be open. If you would like more information about what the position entails, please contact the AAUP office at x23790.

Every individual hired into an AAUP position automatically becomes a member of the CSU-AAUP bargaining unit. However, you must declare your desire to be a member of the professional organization of AAUP. These members are referred to as “active members” and are afforded additional benefits for no additional cost; the dues rate is 1% of your annual salary whether you are an active or inactive member. Becoming an active member not only entitles you with voting rights and the right to run for elected office. In addition, there are a number of member-only benefits such as discounts on car rentals, cell phone service, tires, amusement park admission, and legal services.

If you are not an active member, you should soon receive a letter from Director of Member Services Caryl Schiff-Greatorex. If you would like to be eligible to vote in the upcoming election, please return your membership form on or before March 3. You may also sign up to be a member on the CCSU-AAUP website at [www.ccsu.edu/aaup](http://www.ccsu.edu/aaup) and click on “Become a Voting Member”.

The election is scheduled for the end of March. The CCSU-AAUP Nominating/Elections Committee will soon meet to decide how the election will be administered. If the Committee chooses to administer the election online, they will be exploring the use of a different password as many members felt their state employee id number was not easily accessible.

The Nominating/Elections Committee consists of Carol Austad, Psychology (Chair); Michael Eriksen, Athletics; Edward Iglesias, Library; and Heather Prescott, History.

## Contract Administration & Grievance Corner

*(Continued from page 3)*

**Q.** *If I am in my 2<sup>nd</sup> year of employment as a faculty member when do I get evaluated for renewal?*

A. Second year or later appointees (appointed in August) are evaluated in the spring of their second year. The process begins March 1. See Table 1 – Evaluation process Due Dates in the Contract.

**Q.** *If I am untenured how often should I expect to be evaluated?*

A. Untenured faculty members are required to have an annual evaluation based on their date of hire.

**Q.** *When can I apply for tenure?*

A. You may ask to be considered for tenure in any year of your probationary period. Denial of tenure prior to your 6<sup>th</sup> year of service (penultimate year) will not prejudice subsequent applications for tenure.

**Q.** *When must I apply for tenure?*

A. You must be considered for tenure in your 6<sup>th</sup> (penultimate) year of credited service. If you were hired with three years of credit towards tenure, you would be required to be evaluated for tenure in your 3<sup>rd</sup> year of employment here.